

March 19, 2009

To

**Mr. Kamalakannan Sanjeevan,
E69, Classic Colony,
Banglapet, Hebbagoddi,
Bangalore - 560099.**

The management is pleased to extend an offer to you to join us as **"Lead - Tools Engineer "** as per the details given below:

Description	Monthly	Annual
Basic salary	34,375	412,500
House rent allowance	17,188	206,250
Conveyance	800	9,600
Food allowance (Sodexo coupons)	1,100	13,200
Medical reimbursement	1,250	15,000
Adhoc allowance	6631	79,575
Monthly Gross	61,344	736,125
Company contribution to P F		49,500
Leave travel allowance		34,375
xgratia / gift		5,000
Total Annual Gross Salary		825,000

a) Welfare Schemes:

Apart from the above you are entitled to the following perquisites:

1. Personal Accident Policy (Insurance): You are entitled for a cover up to **Rs. 16,50,000/-**
2. Gratuity: As per the Payment of Gratuity Act you are entitled to a gratuity on completion 5 years of continuous service. The approximate amount of gratuity based on the current basic salary shall be **Rs.99,206.25/-**

S. Kamalakannan
20/3/2009

Terms and Conditions:

In the event of your leaving the services of the company, it is required by the company that you give two months advance notice of your resignation and serve the company for two months (notice period). Any project/work that you are working should be fully transitioned/transferred to the satisfaction of the company.

In the event of you serving a shorter notice, you shall compensate the company to the tune of the salary for the un-served shortfall in notice period. Payment of compensation as discussed above for the un-served shortfall in notice period shall not entitle you for automatic relievable. The Manager and the management make the relieving on the basis of completion of transition/transfer of work and responsibilities as decided.

In the event of the company terminating your services the company shall give two months advance notice or pay two month's salary

During the notice period you will be paid half salary and the balance will be paid along with the Full and Final settlement.

For the purpose of this provision, the words transition/transfer shall mean to include providing training.

No leave shall be taken during this notice period. In case of such utilization of leave, the notice period to be served shall be extended the number of days so utilized.

Salary for the purpose of this provision shall mean and include the monthly gross salary including all allowances.

- You are required to sign all Confidentiality Agreements of India Comnet International.
- You are required to present all the relevant documents stated in your resume and annexure to this letter, failing which the above offer will automatically stand cancelled.
- This is a position of continuous responsibility and does not entail payment of over time.
- You will devote the whole of your time, attention and ability of the business of the company and will observe all rules and regulations that are applicable from time to time. You will not accept part time or otherwise or will not be interested directly in any business activities likely to compete with those in which company is interested.
- As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company.
- Thereafter, in the event of your ceasing to be on company rolls, you will not divulge to anyone, any technical data or information of confidential nature concerning the company or its associates and their products and services and customers which may come within your knowledge during your association with the company.
- The company reserves the right to alter and modify any of the conditions mentioned above or which may arise in future.

S. Kamale Kannan
20/3/2009

This offer is valid up to **April 06th, 2009** within which time you are expected to join us.

Please send us a copy of this offer duly signed for having accepted the terms and conditions mentioned herein and also indicate the date of your joining our Company.

If you have any questions, please do not hesitate to call us at (044) 22621233 / 22621234. Congratulations and welcome to **India COMNET International** team!

Kindly comply / submit copies of the following documents on your date of joining.

- 1) Testimonials (Educational & Work experience).
- 2) Photographs – 5 Passport size & 1 Stamp size.
- 3) Passport copies (First & Last two pages).
- 4) Sign copy of this letter to confirm your acceptance
- 5) Sign all confidentiality agreements.
- 6) Comnet Undertaking

Overseas Agreement:


Every employee who is assigned/deputed to travel abroad is required to sign the Master Overseas Training/ Deputation undertaking. Upon signing this undertaking, you shall commit to serve the company in India for a minimum period of 12 (twelve) months on completion of every overseas deputation.

You are requested to sign the copy of this letter within two working days of receipt of this letter failing which this offer shall stand cancelled/revoked.

Note:

All the information stated above is strictly confidential and revealing/disclosing any of the above stated information will be treated as a violation of the company policy. Such violation will be viewed seriously and will result in revocation the offer made through this letter.

For India Comnet International Private Limited


Sunil N,
Manager – HR

Accepted

Signature of the Employee